


**WAGE DETERMINATION NO: 94-2449 REV (14) AREA: PA,PHILADELPHIA**

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

 William W.Gross  
Director

 Division of  
Wage Determinations

 Wage Determination No.: 1994-2449  
Revision No.: 14  
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 States: New Jersey, **Pennsylvania**

Area: New Jersey Counties of Burlington, Camden, Gloucester

**Pennsylvania** Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton,  
**Philadelphia**
**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## OCCUPATION TITLE

## MINIMUM WAGE RATE

## Administrative Support and Clerical Occupations

Accounting Clerk I	9.66
Accounting Clerk II	11.59
Accounting Clerk III	13.09
Accounting Clerk IV	16.35
Court Reporter	14.81
Dispatcher, Motor Vehicle	14.97
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.34
Film/Tape Librarian	13.48
General Clerk I	8.24
General Clerk II	10.25
General Clerk III	11.56
General Clerk IV	13.93
Housing Referral Assistant	17.29
Key Entry Operator I	10.29
Key Entry Operator II	12.76
Messenger (Courier)	9.22
Order Clerk I	9.71
Order Clerk II	12.95
Personnel Assistant (Employment) I	11.23
Personnel Assistant (Employment) II	13.48
Personnel Assistant (Employment) III	14.97
Personnel Assistant (Employment) IV	16.57
Production Control Clerk	16.57
Rental Clerk	13.48
Scheduler, Maintenance	13.51
Secretary I	13.51
Secretary II	14.81
Secretary III	17.29
Secretary IV	18.18
Secretary V	20.53
Service Order Dispatcher	13.51
Stenographer I	15.41
Stenographer II	16.69
Supply Technician	18.18
Survey Worker (Interviewer)	12.88
Switchboard Operator-Receptionist	11.41
Test Examiner	14.81

Test Proctor	14.81
Travel Clerk I	9.51
Travel Clerk II	9.96
Travel Clerk III	10.60
Word Processor I	11.88
Word Processor II	13.31
Word Processor III	14.89
Automatic Data Processing Occupations	
Computer Data Librarian	10.93
Computer Operator I	12.18
Computer Operator II	14.55
Computer Operator III	19.21
Computer Operator IV	22.36
Computer Operator V	24.75
Computer Programmer I (1)	18.04
Computer Programmer II (1)	20.46
Computer Programmer III (1)	25.15
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.19
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.18
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.50
Automotive Glass Installer	16.61
Automotive Worker	18.04
<b>Electrician</b> , Automotive	18.72
Mobile Equipment Servicer	16.74
Motor Equipment Metal Mechanic	19.36
Motor Equipment Metal Worker	18.04
Motor Vehicle Mechanic	18.81
Motor Vehicle Mechanic Helper	15.89
Motor Vehicle Upholstery Worker	17.36
Motor Vehicle Wrecker	18.04
Painter, Automotive	18.72
Radiator Repair Specialist	18.04
Tire Repairer	14.89
Transmission Repair Specialist	19.36
Food Preparation and Service Occupations	
Baker	11.84
Cook I	11.01
Cook II	11.84
Dishwasher	9.24
Food Service Worker	9.24
Meat Cutter	13.37
Waiter/Waitress	9.70
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.64
Furniture Handler	13.60
Furniture Refinisher	17.65
Furniture Refinisher Helper	14.99
Furniture Repairer, Minor	16.31
Upholsterer	17.65
General Services and Support Occupations	
Cleaner, Vehicles	9.24
Elevator Operator	10.63
Gardener	11.21
House Keeping Aid I	9.60
House Keeping Aid II	10.63
Janitor	10.63
Laborer, Grounds Maintenance	11.14
Maid or Houseman	9.60
Pest Controller	12.95
Refuse Collector	10.63
Tractor Operator	12.11

Window Cleaner	10.93
Health Occupations	
Dental Assistant	12.07
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.07
Licensed Practical Nurse I	10.27
Licensed Practical Nurse II	11.53
Licensed Practical Nurse III	12.90
Medical Assistant	10.55
Medical Laboratory Technician	10.55
Medical Record Clerk	10.55
Medical Record Technician	13.89
Nursing Assistant I	8.37
Nursing Assistant II	9.42
Nursing Assistant III	9.84
Nursing Assistant IV	10.51
Pharmacy Technician	12.50
Phlebotomist	10.55
Registered Nurse I	15.97
Registered Nurse II	22.41
Registered Nurse II, Specialist	23.63
Registered Nurse III	28.19
Registered Nurse III, Anesthetist	28.19
Registered Nurse IV	33.79
Information and Arts Occupations	
Audiovisual Librarian	19.79
Exhibits Specialist I	16.50
Exhibits Specialist II	23.77
Exhibits Specialist III	29.05
Illustrator I	17.24
Illustrator II	24.82
Illustrator III	30.33
Librarian	22.58
Library Technician	13.37
Photographer I	15.12
Photographer II	16.50
Photographer III	23.77
Photographer IV	29.07
Photographer V	36.35
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.97
Counter Attendant	6.97
Dry Cleaner	9.08
Finisher, Flatwork, Machine	6.97
Presser, Hand	6.97
Presser, Machine, Drycleaning	6.97
Presser, Machine, Shirts	6.97
Presser, Machine, Wearing Apparel, Laundry	6.97
Sewing Machine Operator	9.77
Tailor	10.48
Washer, Machine	7.59
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.37
Tool and Die Maker	20.80
Material Handling and Packing Occupations	
Forklift Operator	12.95
Fuel Distribution System Operator	16.79
Material Coordinator	17.10
Material Expediter	17.10
Material Handling Laborer	13.92
Order Filler	13.22
Production Line Worker (Food Processing)	14.35
Shipping Packer	13.10
Shipping/Receiving Clerk	13.10
Stock Clerk (Shelf Stocker; Store Worker II)	14.22
Store Worker I	12.14

Tools and Parts Attendant	14.55
Warehouse Specialist	14.59
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	20.96
Aircraft Mechanic Helper	17.15
Aircraft Quality Control Inspector	22.48
Aircraft Servicer	18.66
Aircraft Worker	19.42
Appliance Mechanic	17.65
Bicycle Repairer	15.11
Cable Splicer	18.31
Carpenter, Maintenance	19.78
Carpet Layer	18.65
<b>Electrician, Maintenance</b>	19.46
Electronics Technician, Maintenance I	19.08
Electronics Technician, Maintenance II	24.83
Electronics Technician, Maintenance III	25.65
Fabric Worker	16.31
Fire Alarm System Mechanic	18.69
Fire Extinguisher Repairer	15.95
Fuel Distribution System Mechanic	18.69
General Maintenance Worker	16.98
Heating, Refrigeration and Air Conditioning Mechanic	21.06
Heavy Equipment Mechanic	18.53
Heavy Equipment Operator	18.31
Instrument Mechanic	18.31
Laborer	12.97
Locksmith	17.65
Machinery Maintenance Mechanic	18.31
Machinist, Maintenance	18.94
Maintenance Trades Helper	14.99
Millwright	18.31
Office Appliance Repairer	17.65
Painter, Aircraft	17.65
Painter, Maintenance	17.65
Pipefitter, Maintenance	23.01
Plumber, Maintenance	20.30
Pneudraulic Systems Mechanic	18.69
Rigger	18.31
Scale Mechanic	17.32
Sheet-Metal Worker, Maintenance	18.31
Small Engine Mechanic	17.08
Telecommunication Mechanic I	18.31
Telecommunication Mechanic II	19.36
Telephone Lineman	18.31
Welder, Combination, Maintenance	18.31
Well Driller	18.31
Woodcraft Worker	18.31
Woodworker	15.64
<b>Miscellaneous Occupations</b>	
Animal Caretaker	10.12
Carnival Equipment Operator	10.53
Carnival Equipment Repairer	10.98
Carnival Worker	9.24
Cashier	9.69
Desk Clerk	11.83
Embalmer	25.40
Lifeguard	10.54
Mortician	25.40
Park Attendant (Aide)	13.24
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.90
Recreation Specialist	16.83
Recycling Worker	12.11
Sales Clerk	10.54
School Crossing Guard (Crosswalk Attendant)	9.24

Sport Official	10.54
Survey Party Chief (Chief of Party)	14.34
Surveying Aide	8.51
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.04
Swimming Pool Operator	13.12
Vending Machine Attendant	12.11
Vending Machine Repairer	13.12
Vending Machine Repairer Helper	12.11
Personal Needs Occupations	
Child Care Attendant	11.83
Child Care Center Clerk	14.75
Chore Aid	8.77
Homemaker	14.45
Plant and System Operation Occupations	
Boiler Tender	18.31
Sewage Plant Operator	17.10
Stationary Engineer	18.31
Ventilation Equipment Tender	14.99
Water Treatment Plant Operator	17.79
Protective Service Occupations	
Alarm Monitor	14.17
Corrections Officer	17.83
Court Security Officer	18.45
Detention Officer	18.45
Firefighter	18.45
Guard I	8.47
Guard II	13.71
Police Officer	19.16
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.42
Hatch Tender	16.42
Line Handler	16.42
Stevedore I	15.68
Stevedore II	17.04
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.78
Air Traffic Control Specialist, Station (2)	19.15
Air Traffic Control Specialist, Terminal (2)	21.09
Archeological Technician I	17.14
Archeological Technician II	19.19
Archeological Technician III	23.77
Cartographic Technician	27.34
Civil Engineering Technician	23.77
Computer Based Training (CBT) Specialist/ Instructor	25.32
Drafter I	12.71
Drafter II	15.12
Drafter III	16.95
Drafter IV	23.77
Engineering Technician I	13.98
Engineering Technician II	15.70
Engineering Technician III	20.46
Engineering Technician IV	24.91
Engineering Technician V	30.31
Engineering Technician VI	33.70
Environmental Technician	19.44
Flight Simulator/Instructor (Pilot)	26.34
Graphic Artist	22.02
Instructor	22.85
Laboratory Technician	16.70
Mathematical Technician	21.66
Paralegal/Legal Assistant I	15.47
Paralegal/Legal Assistant II	17.64
Paralegal/Legal Assistant III	19.33
Paralegal/Legal Assistant IV	21.10
Photooptics Technician	21.66

Technical Writer	26.20
Unexploded (UXO) Safety Escort	17.65
Unexploded (UXO) Sweep Personnel	17.65
Unexploded Ordnance (UXO) Technician I	17.65
Unexploded Ordnance (UXO) Technician II	21.36
Unexploded Ordnance (UXO) Technician III	25.60
Weather Observer, Combined Upper Air and Surface Programs (3)	16.70
Weather Observer, Senior (3)	18.57
Weather Observer, Upper Air	16.70
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	17.42
Parking and Lot Attendant	9.58
Shuttle Bus Driver	12.26
Taxi Driver	10.92
Truckdriver, Heavy Truck	18.10
Truckdriver, Light Truck	12.53
Truckdriver, Medium Truck	17.42
Truckdriver, Tractor-Trailer	18.10

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitut any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordnance, explosives, and incendiary material differenti

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (eith

the terms of the Government contract, by the employer, by the state or local law, et the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequat number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsib of the employee, all contractors and subcontractors subject to this wage determinati shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual c reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per wee \$.67 cents per day). However, in those instances where the uniforms furnished are m "wash and wear" materials, may be routinely washed and dried with other personal gar and do not require any special treatment such as dry cleaning, daily washing, or com laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication ma obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 Copies of specific job descriptions may also be obtained from the appropriate contra officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is no listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appro level of skill comparison) between such unlisted classifications and the classificat listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract wo such unlisted class(es) of employees. The conformed classification, wage rate, and/ fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separa 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupa and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later tha days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6 (b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupat

(the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.  
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